|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Essential | Desirable | Assessed via |  |  |
| **Qualifications** | | | | | |
| Recognised degree/diploma or MSc (Hons) in Speech and language therapy | 🗸 |  | Application form  Certificates checked at interview |  |  |
| Registered and current membership with HCPC/ RCSLT. | 🗸 |  |  |  |
| GCSE pass grades (C or above) in English, maths  *or equivalent.* | 🗸 |  |  |  |
| **Experience** | | | | | |
| At least 2 years’ experience working in a specialist school for children and young adults who have very complex needs including PMLD, SLD and Autism. | 🗸 |  | Application form |  |  |
| Band 6 experience. |  | 🗸 | Application form |  |  |
| Able to design and deliver speech and language programmes. | 🗸 |  | Application form |  |  |
| Experience recommending AAC for non-verbal students. | 🗸 |  | Application form |  |  |
| Liaison in complex environment | 🗸 |  | Application form |  |  |
| Working with parents to ensure they are able to deliver SALT programmes at home. | 🗸 |  | Application form |  |  |
| **Knowledge and Skills** | | | | | |
| Understands the needs of students with learning difficulties including PMLD and ASD. | 🗸 |  | interview |  |  |
| Able to train, motivate and manage staff, securing their commitment to providing a high quality service to pupils and families. | 🗸 |  | task |  |  |
| Able to, speak and write in grammatically correct English. | 🗸 |  | Interview/task |  |  |
| Competent in using ICT both within role and in recordkeeping systems. | 🗸 |  |  |  |  |
| Ability to speak more than one language. |  | 🗸 | interview |  |  |
| Understands safeguarding procedures relating to the role. | 🗸 |  | interview |  |  |
| **Personal Qualities** | | | | | |
| The candidate is willing to put our students needs at the centre of all they do at work. | 🗸 |  | interview |  |  |
| Excellent interpersonal and communication skills. | 🗸 |  | interview |  |  |
| Tactful, diplomatic and sensitive to the needs of others. | 🗸 |  | interview |  |  |
| Excellent record in both attendance and punctuality. | 🗸 |  | Reference |  |  |
| Able to lead others, motivating and achieving high level of performance from education staff. | 🗸 |  | Interview  task |  |  |
| Self-motivating and able to take strategic lead. | 🗸 |  | Task in tray |  |  |
| Sensitivity to the challenges faced by students, staff and families. | 🗸 |  | Task in tray |  |  |
| Approachable, polite and professional. | 🗸 |  | Interview |  |  |
| Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when required. | 🗸 |  | interview |  |  |
| Flexible. Able to manage last minute changes when required. | 🗸 |  | interview |  |  |
| Physically able to undertake all aspects of the role . | 🗸 |  | interview |  |  |
| High expectations of self and others. | 🗸 |  | interview |  |  |
| Well-groomed and presented in line with requirement of the role. | 🗸 |  | interview |  |  |
| Committed to equality of opportunity for all. | 🗸 |  | interview |  |  |